Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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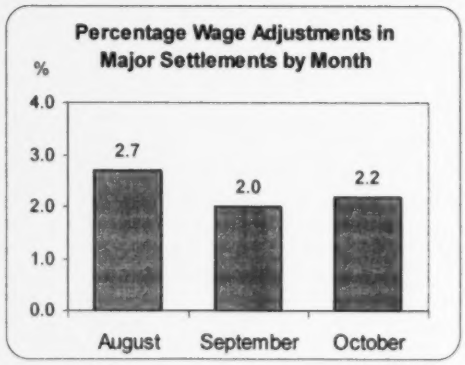
Wage Settlements
Covering 500 or More Employees

October 2009

Major collective bargaining settlements in October 2009 provided base-rate wage adjustments averaging 2.2% annually over the contract term. The results are based on a review of 23 settlements and cover 56,720 employees.



When the parties to these settlements previously negotiated, contract duration averaged 42 months and the resulting wage adjustments averaged 2.8%, compared to the 2.2% in their current round of settlements and average contract duration of 47 months.

In October 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.2% (17 agreements covering 51,290 employees) and in the private sector, 1.8% (6 agreements covering 5,430 employees). The majority of agreements (73.9%) and employees (90.4%) were in the public sector.

Wage adjustments in the public sector averaged from 1.3% (1,650 reporters at CBC) to a high of 5.2% (1,770 police officers with the City of Calgary). In the private sector, the lowest adjustment was recorded at Labatt Breweries in Quebec, where 500 employees received a wage increase averaging 0.7% (a wage freeze in the first year). The largest adjustment was with the Association patronale des concessionnaires automobiles in Quebec, at 2.5% (850 retail service employees).

Canada

On a jurisdictional basis, the highest average wage adjustment was in Alberta (4.7%). The lowest adjustment was in the federal jurisdiction (1.8%). The largest concentration of employees (42.3%) was also in the federal jurisdiction (due largely to the Canada Customs and Revenue Agency settlement with 11,000 employees in the auditing group). In Ontario, (with the second largest employee coverage), wage adjustments averaged 2.0%.

On an industry basis, wage adjustments were lowest in the manufacturing sector (1.1%) and highest in the trade sector (2.5%). The largest concentration of employees (45.5% of employees) was in education, health and social services where wage adjustments averaged 2.3%.

This year to date (January to October 2009) wage adjustments averaged 2.4%. The results are based on 273 agreements covering 719,470 employees. Wage adjustments are averaging 2.5% in the public sector and 1.9% in the private sector.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009		
	August	**September**	**October**
Sectors			
Public Sector	3.5	2.2	2.2
Private Sector	2.5	1.4	1.8
All Industries/Jurisdictions			
Average Annual Adjustment	2.7	2.0	2.2
Non-COLA	2.8	2.1	2.2
COLA	0.3	0.9	2.0
First-Year Adjustment	2.2	2.2	2.3
Non-COLA	2.3	2.4	2.4
COLA	0.0	0.0	1.9
Industries			
Utilities	3.0	-	2.4
Construction	2.8	-	2.4
Manufacturing	0.3	0.9	1.1
Wholesale and Retail Trade	-	-	2.5
Transportation	-	2.0	2.1

	2009		
	August	September	October
Information and Culture	-	-	1.3
Education, Health, and Social Services	4.2	2.7	2.3
Entertainment and Hospitality	2.0	-	-
Public Administration	1.6	1.7	2.2
Jurisdictions			
Nova Scotia	3.3	-	2.2
Quebec	-	-	3.3
Ontario	2.4	2.3	2.0
Manitoba	-	-	2.4
Saskatchewan	4.8	-	-
Alberta	-	-	4.7
British Columbia	2.4	-	-
Public Service Labour Relations Act	-	1.7	1.7
Canada Labour Code, Part I	-	2.0	1.9
Federal Jurisdiction	-	1.7	1.8

Average Annual Percentage Wage Adjustments by Quarter

	2008	2009		
	4th	1st	2nd	3rd
Sectors				
Public Sector	3.4	2.4	2.8	2.1
Private Sector	2.9	2.8	1.9	1.5

	2008	2009		
	4th	1st	2nd	3rd
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	2.4	2.7	1.9
Non-COLA	3.4	2.4	2.7	1.9
COLA	2.3	3.0	2.9	0.8
First-Year Adjustment	3.5	2.9	2.6	1.8
Non-COLA	3.5	2.9	2.6	1.8
COLA	2.3	3.0	2.4	0.0
Industries				
Primary Industries	3.2	2.5	-	-
Utilities	5.9	4.1	3.0	3.0
Construction	-	-	3.7	4.2
Manufacturing	1.9	2.9	1.8	1.2
Wholesale and Retail Trade	3.4	1.9	2.0	1.9
Transportation	2.9	1.9	1.7	0.3
Information and Culture	2.0	1.9	2.2	2.7
Finance and Professional Services	2.9	1.6	2.8	2.8
Education, Health, and Social Services	3.4	3.6	2.9	2.6
Entertainment and Hospitality	3.2	2.5	1.5	1.9
Public Administration	3.4	1.9	2.4	2.0
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	5.0	-
Prince Edward Island	-	3.6	-	-
Nova Scotia	-	3.0	-	3.4
New Brunswick	3.7	-	-	6.0
Quebec	2.5	1.7	2.8	-
Ontario	3.0	2.5	2.5	2.2

	2008	2009		
	4th	1st	2nd	3rd
Manitoba	1.8	2.8	3.2	-
Saskatchewan	3.5	5.3	-	4.8
Alberta	5.0	4.5	4.5	-
British Columbia	2.5	-	2.8	2.9
Territories	-	-	2.4	-
Public Service Labour Relations Act	-	1.7	1.7	1.7
Canada Labour Code, Part I	2.7	1.9	1.3	0.3
Federal Jurisdiction	2.7	1.8	1.6	0.8

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.3	2.5	1.9
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.3	2.4
Non-COLA	2.5	3.3	3.4	2.4
COLA	2.6	3.5	1.8	2.4
First-Year Adjustment	2.5	3.9	3.6	2.6
Non-COLA	2.4	3.9	3.8	2.6
COLA	2.6	3.6	1.9	2.0
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.3	3.2
Construction	3.7	3.4	5.4	3.9
Manufacturing	2.3	2.6	1.3	1.9

	2006	2007	2008	2009
Wholesale and Retail Trade	1.2	2.4	2.8	2.0
Transportation	2.1	2.7	3.1	1.1
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.9	3.6	2.9	2.5
Education, Health, and Social Services	2.6	3.5	3.8	3.1
Entertainment and Hospitality	2.9	3.3	1.9	2.0
Public Administration	2.8	3.5	2.8	2.1
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.2	4.1	3.0
New Brunswick	3.0	2.5	3.7	6.0
Quebec	2.1	3.2	2.4	2.5
Ontario	2.5	3.1	2.6	2.4
Manitoba	2.6	3.0	3.4	2.9
Saskatchewan	2.1	4.1	5.1	5.0
Alberta	3.4	4.9	4.8	4.6
British Columbia	2.5	3.0	2.7	2.8
Territories	3.0	3.0	4.4	2.4
Multiprovince	4.1	3.6	-	-
Public Service Labour Relations Act	2.7	3.1	3.0	1.7
Canada Labour Code, Part I	2.0	2.7	3.0	1.1
Federal Jurisdiction	2.3	2.9	3.0	1.6

***Note**: Data for 2009 cover the months of January through October.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.3
2009	2.5	1.9	2.4

***Note**: Data for 2009 cover the months of January through October.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Major Settlements Reached in October 2009

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Manitoba Hydro province-wide, Manitoba Association of Manitoba Hydro Staff and Supervisory Employees (Independent-local) technical employees; supervisors	750	2.4	45.4	Dec 31, 2012
1 agreement	**750**	**2.4**	**45.4**	
Construction				
Nova Scotia Construction Labour Relations Association Limited Mainland, Nova Scotia United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	1,400	2.4	36.0	Apr 30, 2012
1 agreement	**1,400**	**2.4**	**36.0**	
Manufacturing				
Labatt Breweries LaSalle, Quebec Fédération du commerce inc. (CSN) plant and maintenance employees	500	0.7	84.0	Dec 31, 2016
Olymel, Limited Partnership Brampton, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	500	1.4	48.0	May 31, 2013
2 agreements	**1,000**	**1.1**	**66.0**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Association patronale des concessionnaires d'automobiles inc. Québec, Quebec Fédération démocratique de la métallurgie, des mines et des produits chimiques (CSD) mechanics; customer service employees	850	2.5*	71.9	Feb 08, 2015
1 agreement	**850**	**2.5**	**71.9**	
Transportation				
Aeroplan Canada Inc. Montréal, Quebec; and Vancouver, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) customer service employees	880	2.3	36.0	Oct 31, 2012
Canada Post Corporation Canada-wide, Multiprovince Association of Postal Officials of Canada (Independent-natl.) postal supervisors; sales employees	3,400	1.9*	60.0	Mar 31, 2014
CANPAR Transport Ltd. system-wide, Multiprovince United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) truck drivers; warehouse employees	1,300	1.0	36.0	Oct 31, 2012
City of Ottawa Ottawa, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; mechanics; service and maintenance employees	2,350	2.8	36.0	Mar 31, 2011
4 agreements	**7,930**	**2.1**	**46.3**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Information and Culture				
CBC/Radio-Canada province-wide, Quebec; and Moncton, New Brunswick Fédération nationale des communications (CSN) reporters	1,650	1.3	42.0	Sep 30, 2012
1 agreement	**1,650**	**1.3**	**42.0**	
Education, Health, and Social Services				
Canadian Blood Services Centres Toronto, Hamilton, London, and Ottawa, Ontario Ontario Public Service Employees Union (CLC) health service employees	870	2.8	36.0	Mar 31, 2011
DynaLIFE Dx Edmonton and Fort McMurray, Alberta Health Sciences Association of Alberta (CLC) laboratory technicians; office employees; health professional employees	1,200	4.0	24.0	Mar 31, 2012
Nova Scotia Community College Halifax, Nova Scotia Nova Scotia Teachers Union (Independent-natl.) academic employees	930	2.0	36.0	Aug 31, 2011
Ontario Hospital Association province-wide, Ontario Canadian Union of Public Employees (CLC) non-medical employees	20,130	2.0	48.0	Sep 28, 2013
Ontario Hospital Association province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health professional employees	750	2.0	36.0	Oct 10, 2012

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Université du Québec à Montréal Montréal, Quebec Public Service Alliance of Canada (CLC) teaching assistants	1,320	4.4	67.0	Dec 31, 2013
Université du Québec à Montréal Montréal, Quebec Public Service Alliance of Canada (CLC) teaching assistants	610	4.4	67.0	Dec 31, 2013
7 agreements	**25,810**	**2.3**	**47.1**	
Public Administration				
Canada Customs and Revenue Agency Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) auditors; financial administrators; scientific and other professional employees	11,000	1.7	48.0	Dec 21, 2011
City of Calgary Calgary, Alberta Calgary Police Association (Independent-local) police officers	1,770	5.2	23.9	Jan 02, 2011
City of Medicine Hat Medicine Hat, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	650	4.5	24.0	Dec 31, 2010
Government of Canada Canada and abroad, Multiprovince Professional Association of Foreign Service Officers (Independent-natl.) foreign service officers	1,250	1.7	48.0	Jun 30, 2011
Government of Canada Canada-wide, Multiprovince Association of Justice Counsel (Independent-natl.) scientific and other professional employees	2,160	1.8	62.3	May 09, 2011

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Halifax Regional Municipality Halifax, Nova Scotia Canadian Union of Public Employees (CLC) outside employees	500	2.3	48.0	Oct 31, 2012
6 agreements	**17,330**	**2.2**	**46.4**	
Agreements with COLA - 2 agreements	**4,250**	**2.0**	**62.4**	
Agreements without COLA - 21 agreements	**52,470**	**2.2**	**45.8**	
All Agreements - 23 agreements	**56,720**	**2.2**	**47.0**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Government of Canada	ACFO	2,260	B	Nov 09
Federal Jurisdiction, Private Sector				
Bell Canada	CEP	7,620	CO	May 09
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	TENT	Dec 07/Dec 08
Jazz Air LP	CAW Canada/CFAU	1,730	TENT/B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Canadian Pacific Railway	IBEW/ Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	350	MED	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	B/CO	Mar 08/Mar 09
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	B/ARB/BaWS	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Nova Scotia Association of Health Organizations	CAW Canada/CUPE	5,700	B/CO	Mar 09
Société des alcools du Québec (SAQ)	SEMB	4,050	TENT	Mar 09
City of Toronto	IAFF	3,000	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	MED	Dec 08
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
Government of Yukon	YTA	690	MED	Jun 09
Government of Nunavut	NTA	640	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Prince Edward Island Department of Health	IUOE	610	CO	Mar 09
Provincial and Territorial Jurisdictions, Private Sector				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	B	Dec 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	Federal Government Dockyard Trades and Labour Council (East)	660	Dec 09
Federal Jurisdiction, Private Sector			
Groupe TVA Inc.	CUPE	1,000	Dec 09
Provincial and Territorial Jurisdictions, Public Sector			
Capital District Health Authority	NSGEU	8,350	Oct 09
Government of New Brunswick	NBUPPE	4,640	Dec 09
Nova Scotia Association of Health	NSNU	4,610	Oct 09

Employer	Union	Employees	Expiry Month
Organizations			
Government of Yukon	PSAC	3,200	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	Dec 09
Saskatchewan Government Insurance	COPE	1,600	Dec 09
City of Saskatoon	CUPE	1,490	Dec 09
City of Regina	CUPE	1,200	Dec 09
Société de transport de Longueuil	CUPE	600	Dec 09
Provincial and Territorial Jurisdictions, Private Sector			
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09
Associated Clothing Manufacturers of the Province of Quebec Inc.	UNITE HERE Canada	1,500	Nov 09

Major Work Stoppages

Involving 500 or more employees up to **December 3, 2009**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Canadian National Railway Company Canada-wide Teamsters Canada 1,750 locomotive engineers	Wages and working hours	Nov 28/2009	Dec 3/2009
MVT Canadian Bus Inc. (HandyDART) Vancouver, British Columbia Amalgamated Transit Union 500 bus drivers and dispatchers (12% essential services)	Benefits and working conditions	Oct 26/2009	

Employer, Location, Union, and Employees	Issues	Starting	Ending
Olymel, Limited Partnership Saint-Hyacinthe, Quebec United Food and Commercial Workers Canada 500 packing house employees	Wage freeze and working schedule	Oct 9/2009	
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees		Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—3rd Quarter 2009
- Union Membership in Canada—2009

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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